NEWFOUNDLAND AND LABRADOR TEACHERS' ASSOCIATION

THE bulletin

Convention 2009

Wayne Barry

Callista Burridge

Derek Drover

Joe LaFitte

Glenn MacArthur

Jackie Maloney

Tina Matthews

Sandra Quigley

Gabriel Ryan

Paula Smith

Jeanne Williams

Biennial General Meeting 2009

The major decision-making forum of the Newfoundland and Labrador Teachers' Association, Convention 2009, will take place April 14-17 at the Sheraton Hotel Newfoundland in St. John's. Approximately 97 delegates from Branches and Special Interest Councils will attend the meeting to consider resolutions put forth by Branches and Councils, resolutions from the floor of Convention, the 2009-11 budget, by-law changes, and other important business which must be carried out by the Association throughout the year.

One of the highlights of the Biennial General Meeting will be the elections for the Provincial Executive of the Association. Candidates for Provincial Executive are indicated throughout this issue of *The Bulletin*.

Other highlights of the BGM include presentation of the Special Recognition Award, the Bancroft, Barnes and Allan Bishop Awards, the Patricia Cowan Award, the President's Award, and the conferring of Honorary Membership in the Association. Dr. J. Tim Goddard, Dean of the Faculty of Education at the UPEI will also give a keynote address entitled *Leaders Not Followers: The Role of Educators in Social Development*.

Editor's Note:
Candidates' biographies and position statements are printed as submitted and have been edited for length/word count only.

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bulletin

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2009 Biennial General Meeting
AGENDA

Tuesday, April 14, 2009

5:00 pm Orientation Session (For new delegates, alternates and observers)
4:00 pm Registration
6:00 pm Budget Briefing Session
7:00 pm "Meet the Candidates" Session
A. Election Statements by Provincial Executive Candidates

Wednesday, April 15, 2009

8:00 am Registration (cont'd)
8:30 am Opening Session (Chairperson: Lily B. Cole, Vice-President)
A. O Canada/Ode to Newfoundland
B. Chairperson's Remarks
C. Greetings from Department of Education
D. President's Address – NLTA President, Sean Noah
10:15 am Break
10:30 am First General Session (Chairperson: Sean Noah, President)
A. Adoption of Agenda
B. Appointment of Convention Committees
C. Convention Policies
1. Rules of Procedure
2. Convention Expenses
3. Processing of Resolutions
D. Minutes of 2007 BGM
1. Adoption
2. Business Arising from 2007 Convention
a) Report on Resolutions from the 2007 BGM
E. Proposed By-Law Changes from Branches
1. Election of President and Vice-President at BGM
By-Law XII. – Nominating and Election Procedures for Officers; By-Law XV – Elections
2. Publication Deadline for Information on Candidates for President and Vice-President
By-Law XII.A(4) and B. – Nominating and Election Procedures for Officers
3. Option for the President and Vice-President to Seek a Second Term of Office
By-Law XIII.A.(3) – Duties of Offiers (Office of the President); By-Law XIII.C – (Office of the Vice-President)

Closed Session - Delegates/Teachers

F. Report of the Ad Hoc Committee on Internal Review of NLTA Programs and Services

Open Session

G. Discussion of Resolutions
12:30 pm Honorary Member Luncheon
2:30 pm Second General Session
A. Minute of Silence in Memory of Deceased NLTA Members
B. Address – Premier Danny Williams (tentative)
C. Greetings: NLSBA and NLADE
D. Special Presentation - Tenth Anniversary of the Conseil Scolaire Francophone Provincial de Terre-Neuve-et-Labrador

Closed Session - Delegates/Teachers

E. Group Insurance Auditors' Report and Budgets
F. Financial Reports: 1. Auditors' Report; 2. Financial Statement
G. Tabling of 2009-10 and 2010-11 Budgets
4:00 pm Break

Open Session

H. Report to BGM
I. Discussion on Resolutions
5:30 pm Recess

Thursday, April 16, 2009

8:30 am Third General Session
A. Report of Electoral Committee
B. Election of 2009-11 NLTA Executive
C. Report on 2007-09 NLTA Priorities
D. Discussion on Resolutions
10:30 am Break
10:45 am E. Canadian Teachers' Federation – Emily Noble, CTF President
F. RTANL – Jim Dobson, President
G. Address by NLTA President-Elect – Lily B. Cole
H. Address by Vice-President-Elect – James Dinn
I. Report of Electoral Committee (cont'd)
J. Discussion on Resolutions
12:30 pm Awards Luncheon
2:30 pm Fourth General Session
A. Greetings: Memorial Faculty of Education and NL Federation of School Councils
2:45 pm Keynote Address – Dr. J. Tim Goddard, Dean, Faculty of Education, UPEI
4:15 pm Break

Closed Session - Delegates/Teachers

4:30 pm B. 2009-10 and 2010-11 Budgets
6:00 pm Recess
7:30 pm Fifth General Session (If Required)

Open Session

A. Discussion on Resolutions

Friday, April 17, 2009

8:30 am Sixth General Session
A. Policy Changes from Executive/Joint Council
B. Discussion on Resolutions
C. Resolutions from the Floor
10:30 am Break
10:45 am Final Session
A. President's Closing Remarks
B. Installation of New President
C. Discussion on Resolutions
D. Reports: 1. Scrutineers Committee; 2. Publicity Committee; 3. Resolutions Committee; 4. Steering Committee
E. New Business
F. Date of Next Convention
1:00 pm G. Closing of Convention

Candidates for Executive

Wayne Barry

For 29 years I've been an itinerant guidance counselor in schools in and around St. John's. My experience within the guidance and counseling role is extensive.

I know how to listen and work constructively with administrators, teachers, parents, students, and with outside agencies.

I am resourceful, resilient, analytical, and personable.

I truly enjoy what I do and I'm honored to be among the colleagues I have in guidance and the superb teachers at Roncalli Elementary and Rennie's River Elementary. I seek ongoing professional development relating to education and guidance and I keep a healthy balance in life. There are new things to learn and challenges to embrace.

I am the NLTA rep at Rennie's River and Roncalli and this has given me opportunity to learn about our Association. Since 2004 I have been on the Marconi Branch Executive. My experiences have been very rewarding and I am especially grateful to Ms. Linda Crocker and Ms. Brenda Beresford and others for their mentoring and support. The experiences in learning and collegiality have been very positive.

As school rep I respond to teacher requests about NLTA services and opportunities and communicate information on behalf of NLTA. As branch executive member I enjoy planning functions like retirements and general meetings and I organize participation in the Janeway Telethon. The experiences are positive and intrinsically enjoyable. I am aware and proud of what teachers contribute to our province.

April 2009 will be my third BGM. I am enthusiastic to offer my time and service and I am proud to realize the professionalism and achievements of our organization. There is a high level of expertise, knowledge, and dedication demonstrated by teachers working within NLTA and by the professional staff at NLTA.

I carefully make the deliberate commitment to you to be readily available and to participate with enthusiasm, competence and integrity in whatever ways agreed between our Association and me. It will be a great personal and professional learning experience for me and I will serve you well. My record as school rep and branch executive member demonstrates full attendance and participation.

I work cooperatively and respectfully with people and I emphasize, I listen and work analytically. I initiate plans and solutions and seek to be resourceful. I am confident my term will be productive and successful.

I ask for your vote and support for election to NLTA Provincial Executive at BGM 2009.

Callista Burridge

Educational Background:
- B.Sc. (St. FX.)
- B.Ed. (MUN)
- M.Ed. (Mt. St. V.)

Teaching Experiences:
- primary/elementary/junior high/ senior high
- as a specialist teacher, classroom teacher, substitute teacher, school administrator
- Deer Lake, Pasadena, and vicinity

NLTA Involvement:
- Provincial Executive, 2007-present
  - Chair: Group Insurance Committee
  - Pooled Investment Fund Committee member
  - Teacher Certification Committee
- Deer Lake Branch: vice-president; secretary; treasurer; equality rights; member-at-large; school rep
- Attendance at five BGMs
- Substitute Teachers' Provincial Ad Hoc Committee
- CONTACT participant: 2006; 2001; 1997
- Teacher Allocations Commission: personal submission
- Grievance procedure experience
- Nominated for Bancroft Award

Canadian Teachers' Federation (CTF) Involvement:
- Status of Women Ad Hoc Committee, 2007-present
  - National Women's Symposium organizing committee and attendee: 2008; 2009

Professional Memberships:
- School Administrators' Council (SAC)
- Primary/Elementary Special Interest Council
- Intermediate Special Interest Council
- International Foundation of Employee Benefits Plans (IF)

Relevant Personal / Professional Development:

- International Foundation (IF) training. Foundations for Trustees 1 Course (2007); Foundations for Trustees 2 Course - Group Benefits (2008)
- IF Canadian Employee Benefits Conferences, 2007; 2008
- Conflict Resolution Training, 2009
- Dale Carnegie Course, 2001
- Leadership At Work Cohort, Western School District, 2005-present
- Teacher Mentorship Program, Western School District
- Canadian Association of Principals Conference (CAP), 2008
- School Administrators' Council (SAC) Annual Conferences, 2005; 2006; 2007; 2008

Statement

Over the past three decades, I have eagerly devoted my energy and attention to teaching and learning, intermingled with precious time dedicated to raising a family. Each year, I renew my commitment to contribute to the evolution of educational practices and to work toward improving learning and working conditions in schools.

In that spirit, I seek re-election as a member of the NLTA Provincial Executive Council. As an Executive member from 2007 to the present time, I have participated in intricate professional and educational debates, chaired standing committees and engaged in valuable training. I'd like to channel this experience toward the ongoing pursuit of a positive work environment for our membership.

Our challenge as a professional association remains: How can we better empower our teachers and administrators to effectively take on the demands of our classroom/school scenarios and ensure that we leave our workplace daily with minds and composure intact? We must continue to seek adequate preparation time, reasonable teaching assignments, pertinent and timely professional development, "duty free" breaks, guaranteed family and personal leave.

The inspiration to continue to work diligently for teachers and students greets me daily. Therefore, I offer to serve a second term on Provincial Executive.

Derek Drover

Originally a resident of Upper Island Cove, Derek moved to the small isolated south coast community of Gaultois in 1990 to begin his teaching career. After nearly twenty years in Gaultois, Derek continues to be an active member of the community and the NLTA. Derek became involved in the Association very early in his career serving as politcal action officer, vice-president, and then president of Seagaulher Branch representing the communities of Hermitage, Gaultois, Seal Cove, and McCallum from 1999-2007, before being elected to Provincial Executive in 2007. Derek is currently the teaching-principal at Victoria Academy teaching French Grades 4-9 and English Language Grades 7-12. As a member of Executive, Derek is also a member of the EAP Coordinating Committee and a Group Insurance Trustee.

Since being elected to Executive in 2007, it has been an honour and a tremendous responsibility to represent teachers throughout the province. Being an Executive Member provided yet another avenue to listen intently to the concerns and issues voiced by teachers. Colleagues, although some progress has been made recently with the recommendations of the ISSP/Pathways and the Teacher Allocation Commissions reports, we all know that much remains to be done. We must continue to be vigilant and persistent, to ensure that the best possible teaching conditions exist for teachers throughout Newfoundland and Labrador and thus the best possible learning conditions for our students. Our Association's commitment to teacher wellness highlights the importance of recognizing that teacher well-being and the care of our members are of vital importance. The current collective agreement's salary increase is welcome, but it is also much deserved and long overdue. We must continue to strive to educate stakeholders about the dedication and commitment teachers make to the students of our province – a moral commitment that professionals make everyday to ensure our students have the best possible future that an education can provide and thus, in turn, a solid foundation that is vital to the growth of our province. Your voice, commitment, and contributions matter. Let's continue to make a difference…together!

Joe LaFitte

I have been a classroom teacher for over 20 years. During this time, I have been actively involved with the Association in many capacities. I have served as president of two branches, Upper Trinity South and Carbonear for several terms; in addition, I have held the positions of Vice-President, Communications Officer and currently Treasurer. I have also been actively involved with professional development through my work with the Technology Education Special Interest Council, having served several terms as president and currently serving as Communications Officer. My involvements have also included the SIC Working Committee, and I am currently a member of the Communications/Political Action Committee of the NLTA. I have been a voice for teachers at Joint Council and BGMs and now ask for your support to take that voice to the Executive Table and serve the teachers of this province at that level.

Glenn MacArthur

NLTA Involvement

- Ingornachoix Branch, Port Saunders: Political Action Officer (1992-94), Vice President (1994-95), President (1995-96), Secretary-Treasurer (1996-98), President (1998-2000, then moved to Corner Brook)
- Humber Branch, Corner Brook: Treasurer (2001-07), President (2007-present)
- Delegate to Convention: 1994-96, 1998-2000, 2005, 2007
- Member, provincial Communications Committee: 2001-03
- Member, provincial Equity Issues Committee: 2005-07
- Member, provincial Professional Issues Committee: 2007-present
- School Representative: Roncalli Central High, Port Saunders; Templeton Collegiate, Gillams; and Templeton Academy, Meadows.

Statement

Growing up in the scenic Codroy Valley provided me with an appreciation and understanding for the importance of family, community, hard work, good schooling, helping others, and volunteering. These early experiences were the catalysts to the pursuit of becoming a teacher in Newfoundland and Labrador.

Entering the teaching profession and being actively involved in the NLTA are two decisions in my life which I am extremely proud about. My teaching career encompasses substitution time in Cook's Harbour and St. Anthony, replacement and permanent contracts at Roncalli High School, Port Saunders, and administrative positions at Templeton Collegiate (7 - 12), Gillams and Templeton Academy (K - 12), Meadows. My NLTA involvement and teaching career have provided me with opportunities to interact with individuals and groups who like myself are dedicated to the "union" and professional development pursuits of our Association. I am a passionate and vigilant advocate for advancing the educational environment in our schools and improving the working conditions of our teachers. I do not think I stand alone when I say that teachers are not satisfied with the progress made on a myriad of teachers' issues that have been in the forefront of the NLTA's agenda for many years. They include but are not limited to workload, preparation time, supervision, teacher rights, allocation model, teacher stress, disruptive students, the collective bargaining process, special services, school restructuring, resources for teachers, and curriculum changes. I will work responsibly towards uniting our membership, maintaining existing benefits and making gains in the best interest of early, middle and late career teachers.

It is a reality that some of these issues will always be a work in progress. However, I have the determination and passion to work for you and help bring significant improvement to teachers' concerns. We are the NLTA. We have to take care of ourselves. I humbly ask you to provide me with the opportunity to represent the teachers of Newfoundland and Labrador.

Jackie Maloney

- BA, B.Ed., B.Sp.Ed., M.Lit.Ed.
- Employed for 26 years as a Special Needs teacher
- Current member of NLTA Provincial Executive
- Chair of NLTA Provincial Equity Issues Committee
- Member of Provincial Educational Leave Committee
- Past chair of NLTA Provincial Communications/Political Action Committee
- President of Rushoon-Terrenceville Branch of NLTA
- Past member of NLTA Curriculum Committee and Negotiation Team

Greatness is not in where we stand, but in what direction we are moving. We must sail sometimes with the wind and sometimes against it – but sail we must and not drift, nor lie at anchor.

– Oliver Wendell Holmes

It would be easy to say that with the 93% acceptance of the latest agreement, teachers believe that we are doing great work. But the 93% satisfaction is not indicative of teachers' satisfaction with current working conditions within the teaching profession. We cannot allow our success in one aspect of our collective agreement to obscure our vision of what we have left to achieve. Old issues remain and new challenges arise daily that we must be prepared to deal with.

The role of the NLTA is broadening. We have to continue to be the watchdog, not only to ensure the integrity of our current collective agreement but also to make sure that the positive, proactive recommendations of the Pathways/ISSP and Teacher Allocation Commissions that were accepted by government are implemented in a timely and satisfactory manner. If we are complacent in the knowledge that these recommendations have been accepted, we give the employer license to do nothing, and our prior battles on these issues become futile.

As an executive member, I have made it my responsibility to ensure that we continue to move forward, no matter how comfortable outside support for our issues may make us feel. I am anxious to continue the journey towards a better work life for teachers. I humbly ask that you support me in my efforts.

Tina Matthews

Recent NLTA involvement

- 2007-09: Chair, MBS Committee; Chair, Pensions Committee; Member, Finance and Property
- 2001-06: Group Insurance Trustee
- 2005-06: School Board Teacher Liaison
- 2003-07: Branch President, Table Mountain Branch
- 2003/05/07: CONTACT delegate
- 2005-07: BGM delegate

I feel humbled and honoured to accept Table Mountain Branch's re-nomination as a candidate seeking a second term on the Provincial Executive of the Newfoundland and Labrador Teacher's Association.

I feel some satisfaction being a part of an executive which has secured some certainty(s) especially with respect to improved salary and promised assistance/support with special services/ ISSP processes and improvements in curriculum challenges... but the reality is... there is still much to be done. This is a realization I have come to embrace.

As educational leaders we can either view the next [three] years as a time to "relax and enjoy", or as a golden opportunity to re-energize ourselves and focus our energy towards a persistent and varied lobbying of government and interest groups on those ongoing professional issues still unresolved.

Your next executive must seize this opportunity to build partnerships in order to shine and focus a public light on those detractors that still impair our efforts "to do the job" we so desire to do for our students. Lack of preparation time, teacher allocation (especially in smaller rural schools), few curriculum resources and professional development supports, onerous supervision and workload demands, along with the all-imperative family leaves...all continue to unnecessarily drain our energies and reduce our abilities to more satisfactorily meet students' needs.

As long as I teach I will stay closely involved with my Association. I want to thank you for giving me the opportunity to serve you this past two years. Whether I am chairing an MBS Committee, Pensions Committee, planning, researching or participating in Group Insurance or Finance and Property discussions and decisions, I am always keenly aware of my primary role...to represent my colleagues and ensure teachers' voices and interests are heard and protected. This is my continued commitment to you!

I respectfully ask for your continued support and confidence.

Sandra Quigley

NLTA Involvement: Lake Melville Branch, Happy Valley-Goose Bay, NL

- 2006-09: Branch President
- 2000-06: Branch Secretary
- Delegate to BGM 2003, 2007, 2009
- Delegate to CONTACT, 2006

Employment History

- 1998-2009: Core French teacher, Queen of Peace Middle School, Happy Valley-Goose Bay, Labrador
- 1997-98: Deferred Salary Leave
- 1987-97: Core French and English teacher, Robert Leckie Intermediate School, Goose Bay, Labrador
- 1984-86: MUN Fieldworker, Mary's Harbour, NL
- 1981-84: Co-ordinator, Native Training and Research Project, Labrador Legal Services, Happy Valley, NL

Education

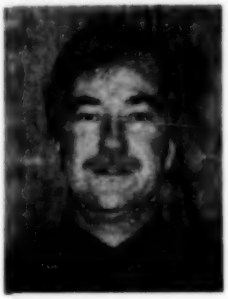
- Graduated McGill (1996), M.Ed. (TFSL)
- Graduated M.U.N. (1980), B.A. (English and French), B.Ed.
- Stenography Diploma 1975

I grew up in Corner Brook, and moved to Labrador in 1981. I worked for Labrador Legal Services' Native Training and Research Project for several years. When that project ended I relocated to Mary's Harbour to establish a MUN Extension Office there. I subsequently returned to Happy Valley-Goose Bay and entered the teaching profession. I spent sixteen years in junior high before moving to the elementary level during re-structuring of our school system. Queen of Peace Middle School is home to me now and the place where I really discovered the NLTA.

For the last nine years I have been involved with my branch, first as Secretary, then as Branch President. Now I am ready to serve at the Provincial level. I am interested in pursuing solutions to the workload issue and in increased member involvement. We should attend to the essential and say no to the extraneous demands on our time. Together with our Virtual Teacher Centre, we should pursue the ideas in "Web 2.0 and You" (December issue of *The Bulletin*) to share professional ideas and resources. As well, we should start now to prepare for the next round of collective bargaining. This includes a PR campaign to convince government that reduced workloads are in all our best interests. With respect to member involvement, we need to connect with teachers at the branch level, promote the democratic process through province wide votes and ensure that more people have the opportunity to express their views and participate fully in the Association.

I would appreciate an opportunity to work on these issues as a member of the Executive and ask for your support in April.

Gabriel Ryan



Education
- Bachelor of Arts (MUN) (1998)
- Bachelor of Education (MUN) (1999)
- Master of Education – Leadership (MUN) (2002)

Teaching Experience
- 1999-2000: French Teacher – Holy Cross School Complex, Eastport
- 2000-01: Substitute Teacher – Avalon East and West
- 2001-present: French Immersion Teacher – Crescent Collegiate, Blaketown

NLTA Involvement
- 2001-02: Professional Development Officer – Upper Trinity South
- 2001 to Present: Branch Executive – Upper Trinity South
- 2002-04: School Representative – Crescent Collegiate
- 2003-05-07-09: Delegate – BGM
- 2004-07: President – Upper Trinity South
- 2004-08: Member – School Board-Teacher Liaison Committee
- 2005-07: Member – Membership Benefits and Services Committee
- 2006-07: Member – Teacher Wellness Committee
- 2006-08: Co-Chair – School Board-Teacher Liaison Committee
- 2007-09: Chair – Communications / Political Action Committee
- 2007-09: Member – Finance & Property Committee
- 2007-09: Member – Pooled Investment Committee
- 2007-09: Member – Provincial Executive

Statement

Teachers of Newfoundland and Labrador recently ratified a collective agreement that spells a significant increase in salaries, but one that renders status quo priority issues such as articles on leave and workload. As a member of your Provincial Executive, despite serious reservations, I supported this agreement. Two years ago, as Branch President, I voted in favour of accepting the infusion of $1.953 billion into our pension fund, while we all knew that this was money already owed to teachers. In both cases, teachers voted overwhelmingly in favour of acceptance with the recognition that, though we may not have made the advancements previously sought, it would have been folly for our membership to vote against either agreement. In light of the current global economic meltdown and the path taken by other bargaining units with the Provincial Government, it has become increasingly evident that teachers have chosen wisely.

However, once again, we have a ways to go. Despite favourable reports on Pathways implementation and on teacher allocation, too many teachers have been saddled with an even heavier workload than before, contrary to the intent of the aforementioned reports. New contract aside, the NLTA has active working groups to advocate for improvements and these groups meet regularly with Board and Government members.

I ask your support for re-election to the Provincial Executive so that I may continue to work on your behalf as we continually seek to improve our profession.

Paula Smith

NLTA Experience:

Local Level:
- 2002-present: Landfall Branch President
- 2000-02: Landfall Branch Vice President
- 2002-04/2008-present: School Board-Teacher Liaison Committee

Other Branch Executive Positions:
- School Representative
- Professional Development Officer
- Communications Officer

Provincial Level:
- 2007-09: Curriculum Committee
- 2005-07: Professional Issues Committee
- 2003, 2005, 2007: Delegate at BGM
- 2001, 2006, 2007: attended CONTACT in PEI, NL, NB

Qualifications:
- M.Ed. (Literacy) - MSVU (1992)
- B.Sp.Ed. - MUN (1987)
- BA.Ed. - MUN (1984)

Teaching Experience:
- 1990-present: Primary Teacher, all grades K-3 (also Reading Recovery)
- 1984-90: Special Services (Grades 1-8)

Dear Colleagues,

I appreciate the opportunity to introduce myself as a candidate for Provincial Executive. All my teaching experiences have been with the Vista Region of Eastern School District at Clarenville Primary, Catalina Elementary, and Matthew Elementary in Bonavista. Throughout my career, I have taken an interest in our Association and have been involved for many years in various capacities before becoming Branch President seven years ago. It is at this level while attending Joint Council meetings, that I began to truly understand the complex operations of the NLTA. Whether it be issues dealing with the

Benefits and Economics Services, Professional Development, or Communications Division, I now have a deeper understanding of the services available to all teachers. I feel I am now confident and ready to move to the next level of involvement, that being a part of the Provincial Executive Council.

With a collective agreement now reached, some question the role of our Association at this point. I feel now is the time to focus on the issues that were not resolved at the negotiating table. Our Provincial Executive will have to find other avenues and creative ways to continue discussions on family leave, teacher workload, pathways restructuring, teacher allocations model, and other priorities set by our membership. For those of us who have been teaching as long as I have, teaching has not become any easier. If anything, the demands on our professional and personal lives have increased and we all need to be able to find that balance; be it the beginning, middle or end of our career teacher.

With my extensive teaching in the primary/elementary levels for the past 25 years, I feel I have the experience, interest and dedication to add to the Executive table.

I thank you in advance for your consideration and look forward to your support at BGM 2009.

(pgsmith@nf.sympatico.ca)

Jeanne Williams

Academic Qualifications

- B.A., B.Ed., Dip.Ad.Ed, Diploma IT, M.Ed (IT)

17 years Teaching Experience

- Classroom Teacher/ Skilled Trades & Technology Education 8-12/ Social Studies
- Discovery Collegiate, Bonavista (11 years)
- Roncalli Central High, Avondale (6 years)

NLTA Experience

- NLTA Provincial Executive (2005-09)
- Curriculum Committee – Chairperson
- Deferred Salary Leave Committee
- Professional Issues Committee
- Finance and Property Committee
- School Board-Teacher Liaison Committee Eastern Region
- Landfall Branch Executive Member (9 years)
- Conception Bay Centre Branch Executive Member (5 years)
- Attended 8 AGM/BGM
- CONTACT Delegate (4 years)

Statement

I have been a classroom teacher for 17 years. When I began teaching I quickly became aware of the challenges involved, the challenges for teachers of large, often difficult classes, the demands of students with very diverse needs, heavy workloads and often unreasonable expectations. There were the expectations of my students, their parents, my employer, the Department of Education, my colleagues and expectations I had for myself. I soon realized that if I were to have any chance to improve my working conditions and the working conditions of my colleagues, I would have to get involved in my Teacher Association.

I then became aware that the place to effect real change, not only for me but improvements for many of my colleagues, was at the Executive Table of the NLTA.

These past four years have given me an opportunity to talk with teachers from all parts of the Province and many parts of Atlantic Canada. There has been debate about Teacher Allocation and the ISSP unreasonable workload. Through it all I've grown because you have shared your ideas with me, and have encouraged me to work hard on your behalf to effect what change we could.

We still have much work to do. My goal is to work toward implementation of the Allocation Report recommendations throughout the school system; to continue to fight for teachers, smaller classes, less unnecessary teacher supervision in corridors and cafeterias, more time for preparation, a better system of Collective Bargaining and a more effective electoral process for President and Vice-President.

With your help and support and the support of your representative at Convention I will continue to be a strong voice for teachers for the next two years and together we can continue to make the much needed improvements.

Resolutions to Convention 2009

Category A: Professional Development

Out-of-Province Professional Development Travel Grants

1. That the NLTA investigate ways to provide more funding for out-of-province teacher professional development travel grants. **(Appalachia)**
   Explanatory Note: *The current process of one grant every five years is inadequate.*

Teacher Wellness Professional Development Day

2. That NLTA enter into discussions with districts to provide a Teacher Wellness Day as part of ongoing professional development days. **(Humber)**
   Explanatory Note: *Not all districts provide teachers with professional development opportunities beyond district directed options. All districts should address this issue in a consistent manner.*

Workbooks for Music Programs

3. That tutor books used in beginning instrumental programs be considered consumable workbooks and replaced on a yearly basis by the Department of Education in accordance with Department policy governing school fees. **(Music Council)**
   Explanatory Note: *In September 2008 the provincial government declared that all textbooks required to implement the prescribed K-12 curricula be provided free of charge. This includes method/tutor books used for beginning band and is similar to the protocol following other school texts. While free books are great, the beginning band method books are not texts but workbooks. These workbooks allow students to write homework and practice information in them, including many activities requiring students to mark directly in the book to practice note naming, rhythm exercises and composition. Musicians in all facets of music are encouraged to mark in their music to help correct mistakes, remind them of common errors or help with reading the music itself. Performance checklists and opportunities for sticker placement as rewards for student achievement are included. In no way is this resource a "textbook" and therefore should not be treated as one. If anything, encouraging these books be kept as class sets and borrowed by students from year to year promotes photocopying if the teacher decides to use it in the nature it is intended.*

Physical Education Curriculum Guidelines

4. That the NLTA seek to have schools follow the guidelines put in place by the Department of Education of 6% for physical education curriculum. **(Physical Education Council)**
   Explanatory Note: *The reality is that the vast majority of schools in Newfoundland and Labrador do not meet the physical education "national standard" of 150 minutes per week and, in many cases, don't meet the current provincial expectation as set out by the Department of Education. The problem is that contact time with students is not sufficient. The 6% recommended by the Department of Education for physical education is not being met! At least 10% is needed. A 2007 Physical Education Survey showed the following:*

Grades K - 3	62-64% not meeting the Department of Education requirement.
Grades 4 - 6	50% not meeting the Department requirement.
Grades 7 - 9	35% not meeting Department requirement.
High school	Okay

Category B: Association

In-House Printing Services

5. That the NLTA conduct a cost analysis between in-house printing and out-sourcing the printing. **(Appalachia)**
   Explanatory Note: *Many businesses have moved away from in-house printing due to the enormous overhead. Therefore, many businesses out-source printing for a fraction of the cost. Whichever is cheaper should be accepted by the NLTA.*

BGM Meal Allowance for Family Members

6. That the NLTA provide a meal allowance to family members of BGM delegates at one-half of the per diem for delegates. **(Appalachia)**
   Explanatory Note: *While this is an additional cost for BGM, the intent is to make the cost of attending BGM more reasonable for those delegates who attend with their families.*

Expenses for Joint Council Delegates

7. That all delegates, regardless of geographic location, be provided with accommodation and per diem while attending Joint Council. **(St. John's Centre)**

Reports on Funding of Teachers' Pension Plan

8. That the NLTA provide annual reports to the membership on the funding of the Teachers' Pension Plan, such report to include percentage of funding of the plan and return on investments for the previous year. **(Clarenbridge)**

Option for Branch Membership Where Teacher Lives

9. That members be given the option to hold an executive position for a branch that represents the region in which that member resides. **(Notre Dame)**

Explanatory Note: *As a former branch president and long-time active member of this Association, I feel "shut-out" of continued participation since I transferred to Grand Falls-Windsor. I live in Grand Falls (Exploits Valley Branch) and teach in Norris Arm (Notre Dame Branch). Most of the executive business of the Notre Dame Branch occurs in the Twillingate area – a four-hour return drive from my home. Surely, that is an unreasonable commute for any member. I want to be involved in our Association, and I also know the Association has struggled for years to increase member involvement. I am not asking for a redistribution of boundaries or reorganization of NLTA structure. All I am requesting is a chance to be involved once again.*

I am sure that this resolution will have minimal impact on branches. However, we must make every attempt to give all members an equal opportunity to be involved in this Association, rather than exclude them by an arbitrary boundary line.

Branch Nominations for Association Awards

10. That Section XVI – Business to Be Conducted at a General Meeting Only of the Model Branch By-Laws be amended to add a new subsection (h) to read: "Branch nominations for Association awards". **(Humber)**

Mid-Career Financial Planning

11. That the NLTA offer financial retirement planning seminars for mid-career teachers. **(Appalachia)**

Explanatory Note: *This information is extremely valuable to teachers and would be more beneficial at mid-career rather than only just prior to retirement.*

Category C: Benefits and Economic Services

Filling Vacant Teaching Positions

12. That Clause 6.12 be amended by adding a new 6.12(b) to read: "Subject to 6.12(a), make reasonable effort to accommodate requests from teachers already employed by a district within the province in a continuing contract.";

That the current 6.12(b) become 6.12(c); and

That a new 6.12(d) be added to read as follows: "Subject to 6.12(a), (b) and (c) give consideration to applications from teachers who have served in replacement and/or substitute positions within the province before applications from teachers with no previous experience within the province." **(Notre Dame)**

Explanatory Note: *Teachers who are currently employed in the province, and who may wish to seek employment in a different district than they are currently employed with, have to take leave from or resign their positions in order to try to move elsewhere within the province. Teachers should be able to apply for and be transferred into any position they are suitable of filling, before new teachers coming into the workforce.*

Pension Indexing

13. That the NLTA attempt to obtain increased indexing for pensions. **(Appalachia)**

Explanatory Note: *The cost of living will increase over time, but our pensions will not reflect this if not indexed.*

14. That the NLTA seek to secure full indexing on pensions for any teachers who have retired and will retire without stacking. **(St. John's Centre)**

Medical Certificates

15. That Clause 15.04 of the Collective Agreement be amended by replacing the word "four" with the word "five" and by replacing the word "seven" with the word "ten" so that the first sentence of the clause would read: "Sick leave with pay in excess of five (5) consecutive teaching days at any time or ten (10) teaching days in the aggregate in any school year shall not be awarded to a teacher unless a medical certificate satisfactory to the school board has been submitted in respect thereof." **(Marconi)**

Explanatory Note: *Sick notes in the Eastern District (and possibly other districts) are held at your local school. Sick notes are getting increasingly harder to obtain. Some doctors charge for notes, and it is difficult to get an appointment when you are sick. Some teachers don't have access to doctors. Those teachers who do make appointments only to acquire a note are taking appointments from people who may need medical attention. This is an unnecessary strain on the province's health care system.*

Prescription Safety Goggles for Skilled Trades Teachers

16. That the NLTA determine who is responsible for payment of prescription safety goggles for skilled trades teachers who require them. **(Deer Lake)**

Explanatory Note: *Teachers are uncertain about who has to pay for prescription safety goggles to teach skilled trades. The board provides safety goggles but teachers who wear glasses appear to be left on their own to incur the cost of prescription goggles. If these goggles are required, then teachers don't feel they should have to pay for them.*

Specialist Designation for Technology Education Teachers

17. That technology education resource teachers be designated as specialist positions within the collective agreement, similar to physical education, art, and music, and that an appropriate allocation be made for them in the teacher allocation formula. **(Technology Education Council)**

Explanatory Note: *Technology education teachers perform very specialized roles within the school system, from computer education, network administration, basic computer maintenance and trouble shooting. With the implementation of the skilled trades program they now require very specialized training to run fabrication shops and use power tools that require a high degree of safety training.*

Music Teacher Positions

18. That teaching positions for music which are less than 50% and within the same family of schools be combined to create larger positions. **(Music Council)**

Explanatory Note: *Teachers are forced to apply and accept minuscule positions (e.g. 17% music) to "get in the system". As a result, teachers, regardless of their education, teaching qualifications and experience in other boards, are forced to take positions that cause great financial strain. Teachers in small positions also have difficulty fitting into the school climate, often feel left out or unaware of social and school events and are unable to build relationships or feel a sense of belonging among staff and students. Teachers who do manage to obtain two or three small positions, take them from whichever schools they can. As a result, some teachers are forced to travel great distances in the run of a day to make it to and from morning to afternoon sessions, thus adding to teacher stress. It is important to include the fact that prep time and lunch time is lost when travelling between schools during the work day and that no reimbursement is offered for gas or kilometrage to these teachers.*

"Home School" for Music Teachers

19. That music teachers who are teaching in several schools, and who are not instrumental itinerants, have one "home school" declared by their employer. **(Music Council)**

Explanatory Note: *By declaring a home school, teachers teaching in a multi-school situation are able to feel more connected to an administration and, when in need of substitutes, will make contact with one secretary, attend meetings in one school and gain a better sense of the operations of that school and feel a sense of belonging.*

Travel Reimbursement for Music Teachers

20. That teachers holding positions in two or more schools, and who are not instrumental itinerants, be reimbursed for kilometrage when travelling between schools in the same day. **(Music Council)**

Explanatory Note: *Currently instrumental itinerants are reimbursed for travel past their "home" school because their contract observes that as itinerants they share their time between schools. Teachers who have taken on more than one contract to create larger positions should be given the same reimbursement since their teaching duties are also shared between two or more schools, even though they hold two or more contracts.*

Supervision Duties for Music and Physical Education Teachers

21. That extra-curricular or co-curricular responsibilities be taken into account when assigning supervision duties to music and physical education teachers. **(Music Council)**

Explanatory Note: *School administrators expect that certain performances, festivals, concerts and other activities will be continued from year to year and on top of regular teaching duties. Principals and assistant principals often divide school duties and supervision evenly among staff members. While on the surface this may seem like the fairest way of dividing supervision, it is often unfair to the music teacher who, while maintaining a full teaching schedule, is also expected to produce concerts, outside performances and participation in festivals, etc.*

Survey on Workload of Music Teachers

22. That the NLTA Music Council, in cooperation with provincial school districts, conduct an examination of the real and implied workload of music teachers with a view to ensuring that teacher workload issues are addressed as per the provisions of the collective agreement. **(Music Council)**

Explanatory Note: *As a result of many of the resolutions presented and in the interest of music teachers in this province, the Music Council feels that this survey would produce valuable information on music education in this province.*

Class Size Maximums for Music and Physical Education

23. That the NLTA seek to have government apply class size maximums to classroom music and physical education classes. **(Music and Physical Education Councils)**

Explanatory Note: *Some schools in this province have combined classes for music and physical education where two or three streams are combined resulting, in some cases, in up to 70 Grade 3 students in classroom music. These numbers create many concerns for both teachers and students. Classroom instrumental resources do not allow all students to be on task at the same time. Therefore curriculum outcomes cannot be met, not to mention the question of how evaluation would take place. This also means the music education is not equal across the province as the quality of instruction in a 70-student classroom as opposed to a 23-student classroom is not comparable. Allowing this many students in a classroom situation shows that our government is not concerned with providing students in this province with a quality music education. The government has taken an interest in language and math class sizes. Classroom music shouldn't be any different.* **(Music Council)**

While classroom teachers (such as language arts) are guaranteed a gradual improvement to their workload with a reduction in numbers, physical education and music teachers are still being assigned unreasonably high numbers in their classes. The

"classroom" (such as with science) ceiling size should apply to all classes the students take. **(Physical Education Council)**

Maximum Student Numbers for Physical Education Teachers

24. That the NLTA seek to have government apply a maximum number of 350 students per one physical education teacher. **(Physical Education Council)**
Explanatory Note: *Other teachers do not have such a high number of students except for possibly music teachers. This is a serious workload issue for physical education teachers.*

Number of Classes for Physical Education Teachers

25. That the NLTA seek to have government allocate maximum and reasonable numbers of classes per workday and per cycle for physical education teachers. **(Physical Education Council)**
Explanatory Note: *Too often physical education teachers have 10 different classes in one day. There are physical education teachers responsible for teaching between 700 and 900 students. How is that possible without burnout? A maximum number of different classes in one day should be between five and seven depending on class duration. A maximum number of different classes in a cycle should be between 12-14 classes.*

Department Head Status for Physical Education Teachers

26. That the NLTA seek to have physical education teachers designated as department heads and given appropriate administrative time as is reasonable when coordinating a school-wide program that serves high numbers of students. **(Physical Education Council)**
Explanatory Note: *Other teaching staff who implement programs for high numbers of students have administrative time (e.g. math department heads, vice-principals, guidance counsellors, technology teachers). Physical education teachers have unreasonably high numbers of students for whom they are responsible. Also, physical education teachers are expected to plan, organize, and implement physical education "programs" in schools. This designation and any benefits that go with it should be accorded physical education teachers.*

Allowances for Physical Education Teachers

27. That the NLTA seek to have physical education teachers provided with an allowance (time/money) such as other school-wide staff receive (guidance, administrators, etc.) **(Physical Education Council)**
Explanatory Note: *While other teaching staff are recognized for the extra work required to be responsible for large numbers of students and administration of school-wide programs, physical education teachers are not recognized. Article 29 of the collective agreement already specifies that the workload of teachers will be distributed in a fair and equitable manner. It is not surprising that accompanying the lack of recognition is the alarming fact that 20-25% of new physical education teachers leave the physical education profession. In addition, the government, the health sector, and society in general have recognized the negative consequences of inactivity. Physical education teachers are in an ideal position to have an impact but must be given the time and working conditions needed to do this.*

Current Policy

Branch Presidents Attending BGM

28. That all branch presidents be provided the opportunity to attend the Association's biennial general meeting. **(Lake Melville)**
Explanatory Note: *This arises from recommendation 1 of the Report of the Ad Hoc Committee on Internal Review of NLTA Programs and Services presented at November's Joint Council meeting which would consolidate branches into regions for the purpose of delegates to BGM. It is felt that all branch presidents, regardless of the size of the branch, have the right to participate in the governing body of our Association.*

Notice of Motions for By-Law Change

Association Fees

29. That the NLTA charge a flat union fee instead it being on a percentage basis of salary. **(Appalachia)**
Explanatory Note: *We, as an Association, are all receiving the same services, so we should all pay the same flat rate.*

30. That the percentage rate of deduction for teachers' dues be adjusted downward proportional to the salary increases realized for 2009 and 2010 in the most recent Collective Agreement. **(Landfall)**
Explanatory Note: *The intent of this motion is to ensure that members' dues not increase beyond those in effect on Aug. 31, 2009.*

Proposed NLTA By-Law Changes

Three proposed changes to the NLTA By-Laws from branches meet the voting requirements for the 2009 BGM. One change results from a Notice of Motion for By-Law Change submitted by the Deer Lake Branch to the 2007 BGM. The remaining changes were submitted by the Burin-Marystown, Lake Melville and Seagaulher Branches prior to the deadline for receipt of by-law changes for the 2009 BGM. The changes submitted by the Burin-Marystown and Seagaulher Branches are similar and are being listed here as one proposed change.

[Note: Throughout this memo additions appear in **bold** print and deletions in ~~strikeout~~.]

In considering these proposed by-law changes, you are reminded that a two-thirds majority is required in order for these changes to be carried at BGM.

1. **Resolution 45 from the 2007 BGM re Election of the President and Vice-President at Convention (Deer Lake)**

Motion from the Branch:
That the positions of President and Vice-President of the NLTA be elected at BGM.

Wording of Appropriate By-Law Changes:
That the current By-Law XII. – Nominating and Election Procedures for Officers be **repealed** and **replaced** with the following new By-Law XII:

XII – Nominating and Election Procedures for Officers

A. Any member of the NLTA in good standing, is eligible for nominations and election to the office of President or Vice-President providing:

(1) Nomination papers are signed by at least 10 members in good standing, each signature being witnessed by
(a) an officer of a branch, or
(b) a member of the NLTA Executive, or
(c) a Commissioner of Oaths
and submitted to an Electoral Committee appointed by the NLTA Executive under By-Law XV.

(2) That the Electoral Committee receive nominations for the office of President and Vice-President up to the commencement of the second day of Convention sessions in accordance with By-Law XII.A.(1). Such nominations must be accompanied by a short biographical sketch, an election statement, and a signed statement by the candidate of willingness to serve under conditions from time to time established by the Convention and applicable during the term sought.

(3) Subject to XII.A.(1), the name of each nominee shall be released by the Electoral Committee within two weeks of receipt of each nomination. For publication in the Convention edition of *The Bulletin*, nominations must be postmarked not later than the date which is two months prior to the opening date of Convention.

(4) In the event that more than one candidate is nominated for the office of President, the unsuccessful candidate(s) shall be eligible for election to the office of Vice-President.

B. Photographs and information on candidates referred to in XII.A.(3) must be published in the Convention edition of *The Bulletin* at least one month prior to the Convention.

C. Nominees are free to contact branches and special interest councils in any way they see fit, keeping in mind the professional Code of Ethics, and branches and special interest councils may or may not instruct delegates to the Convention as they see fit, with the understanding that after the first ballot is cast at the Convention, delegates are released from their instructions and may vote at their discretion.

D. BALLOTING
The President and Vice-President shall be elected on separate ballots on the second day of the Convention as per the following:

(1) Voting shall be by written secret ballots issued to registered delegates as defined by Section 10 of the NLTA Act.

(2) Ballots shall be collected and counted by the official scrutineers, appointed by the Convention, in the presence of the Electoral Committee and one representative for each candidate.

(3) The results of each ballot shall be announced by the Chairperson of the Electoral Committee.

(4) In the event that the names of more than two candidates for each office appear on a ballot, the candidate receiving most votes must have a majority of the registered delegates to be declared elected.

(5) If no majority is registered on the initial or succeeding ballots, where more than two candidates are involved, the candidate receiving the least number of votes shall be dropped and balloting shall continue.

(6) On a ballot containing the names of two candidates, the candidate receiving most votes shall be declared elected.

(7) In the event of a tie on a ballot with only two candidates, a further ballot shall be held after each candidate has been given the opportunity to address the Convention. If another tie then results, each member of the Electoral Committee shall cast a secret ballot to break the tie before the results of the ballot are released. Such a ballot shall be conducted by the Chairperson of the Scrutineers Committee.

E. Anyone alleging irregularities in nomination or election procedures must make such allegations known in writing to the Chairperson of the Electoral Committee at the Convention not later than 30 minutes after the announcement of the results of the election. Upon receiving such allegation, the Chairperson of the Electoral Committee must appoint a committee of three registered delegates, excluding nominees, who will investigate the allegation and report its findings and recommendations to the Chairperson of the Electoral Committee before 10:00 a.m. of the session of the following day of the Convention. In the event that the allegation of irregularities is accepted, as proved by a majority of the committee appointed to investigate the matter, the matter and conclusions must be reported to the Convention by the Chairperson of the Electoral Committee. After receiving the report of the Electoral Committee, the Convention shall, by a 2/3 vote of the registered delegates, allow the election to stand or otherwise a new election shall be held in respect of the position affected by the irregularity.

F. Election of President and Vice-President shall be held biennially.

By-Law XV. – Elections

That By-Law XV. – Elections be **amended** by **deleting** subsection A which reads:

"~~Elections for President and Vice-President shall be held on a day selected by the Electoral Committee, as appointed under section B. of this By-Law, in the first week of February in the year of the expiry of the term of office for that position. Election information will be published in a Bulletin at least one month prior to the date of the elections.~~"

and by **amending** subsection B. to read:

"~~B.~~ There will be appointed by the Executive an Electoral Committee who shall conduct the election of President, ~~and~~ Vice-President **and Executive** and recommend policies governing the conduct of elections to the Executive. Such policies shall include all matters relative to the holding of elections. ~~The rules for the conduct of elections shall be published not later than thirty (30) days prior to the date of the elections.~~"

Rationale from the Branch:

We have had three province-wide votes. There has been a substantial decline in the number of candidates to run for these positions. As well, the membership relies heavily on the advice of school reps, executive members and branch presidents when casting their vote. We should have our President and Vice-President elected by the informed delegates at BGM, as they have many more opportunities to get to know the candidates.

Recommendation from Executive: DEFEAT

Rationale for Executive's Recommendation: Since 2001, when BGM approved by-law amendments to change to the province-wide voting system effective 2003, the membership has consistently expressed its desire to maintain that method of electing the President and Vice-President. As recently as November 2006, in a survey carried out by the Electoral Committee, 80% of respondents voted to retain province-wide voting. Various methods are now used to make information on the candidates more available to teachers, including the Election issue of *The Bulletin* and candidates' posters. In addition, this year, a Candidates' Forum was videotaped in late November and made available on the web and on DVD. While BGM delegates and branch presidents would certainly have better opportunity to be more knowledgeable about the candidates, the province-wide vote is more democratic and gives every member a say in who will lead the Association. The number of candidates in total for both offices has been fairly consistent since 2005, with the numbers being as follows: 2003 – 8; 2005 – 6; 2007 – 4; 2009 – 5. Executive, therefore recommends that the Association retain the province-wide voting process and defeat this proposed by-law amendment.

2. **Publication Deadline for Information on Candidates for President and Vice-President (Lake Melville Branch)**

Motion from the Branch:
That the deadline for receipt of information for the election issue of *The Bulletin* be five calendar days after the close of nominations for President and Vice-President so that the membership may be adequately informed of all who are seeking office.

Wording of Appropriate By-Law Changes:
That By-Law XII.A.(4) and B. – Nominating and Election Procedures for Officers be **amended** by:
a) **Amending** the current subsection A.(4) to read as follows:
"Subject to XII.A.(1), the name of each nominee shall be released by the Electoral Committee, as appointed under By-Law XV.B., within two weeks of receipt of each nomination. For publication in *The Bulletin*, a nomination, a short biographical sketch and an election statement must be ~~postmarked~~ **received at the NLTA Office** not later than ~~the date which is two months prior to the date of the election~~ **five calendar days after the closing date for nominations**." and

b) **Amending** the current subsection B. to read as follows:
"Photographs and information on candidates referred to in XII.A.(4) must be published in *The Bulletin* ~~at least one month~~ prior to the date of the election."

Rationale from the Branch
At present, under By-Law XII.A.(1), the deadline for *The Bulletin* submissions precedes the deadline for nominations. These deadlines should be the other way around to ensure that no candidate is left out of *The Bulletin* and that the membership is aware of all those seeking office.

Recommendation from Executive: DEFEAT

Rationale for Executive's Recommendation: The two deadlines for submission of information by nominees exist for two different reasons. The rationale for the two distinct deadlines was provided to all school reps by the Chairperson of the Electoral Committee in mid-January and is summarized here:

The NLTA by-laws contain two specific deadline dates for candidates to submit nominations for President or Vice-President, as follows:

By-law XII.A.(4) – For publication in the Election issue of *The Bulletin* – two months prior to the date of the election.

By-law XII.A.(3) – Final date for receipt of nominations – thirty (30) days before the date of the election.

The first deadline (December 3 for the 2009 election) is a deadline for publication of campaign material. This deadline is necessary in order to give sufficient time for editing of the material (which would involve consultation with the candidates), layout, graphic design, proofreading, candidates' final approval, final layout, printing, packaging and mailing of the election material so that it is in the hands of members as close as possible to a month before the election date. This is intended to give all members, the voters, adequate time to receive and read the material and be fully informed on the candidates well before the date of the vote. The second deadline (January 4 for the 2009 election) is an absolute nomination deadline, beyond which no further nominations will be received. This final deadline is necessary to allow adequate time for ballots to be printed and all voting instructions and material packaged and mailed to every school so that it is in the hands of school representatives at least a week before the election date.

If a potential candidate is willing to forego the Association's publishing and mailing of his/her information, he/she may submit a nomination after the publication deadline, but in no case after the final nomination deadline.

The Provincial Executive concurs with this rationale. If the publication deadline is set for five days after the final nomination deadline, the Election issue of *The Bulletin* would not be in teachers' hands until much later than the current one month, even if published electronically only. It is the position of Executive that this would greatly diminish the usefulness of the information for the membership. Executive is therefore recommending DEFEAT of this proposed amendment.

3. **Two Consecutive Terms of Office for NLTA President and Vice-President (Burin-Marystown and Seagaulher Branches)**

Motion from the Branches:
That the term of office for NLTA President and Vice-President be maintained as a two-year term and that the office shall not be held for more than two successive terms by the same person.

Wording of Appropriate By-Law Changes:
1. That By-Law XIII.A.(3) – Duties of Officers (Office of the President) be **amended** by **adding** the words "more than" before the word "two" and read as follows:
"The office shall not be held for **more than** two successive terms by the same person. A portion of a term shall be considered as a full term."

2. That By-Law XIII.C. – Duties of Officers (Office of the Vice-President) be **amended** by adding a new subsection (2) to read: "**The office shall not be held for more than two successive terms by the same person. A portion of a term shall be considered as a full term.**", with the remaining subsections renumbered accordingly.

Rationale from the Branches:
A single two-year term is not necessarily long enough for a President to "get their feet wet" and the President and/or Vice-President just get started and then they're gone. Also, there is a need for continuity when dealing with government during negotiations. **(Burin-Marystown)**

There should be an opportunity for the President and Vice-President to seek re-election for a second term. Some Presidents and Vice-Presidents may not get a chance at negotiating a contract. **(Seagaulher)**

Recommendation from Executive: CARRY

Rationale for Executive's Recommendation: Currently, the NLTA President is not permitted to serve two successive terms, but is limited to one two-year term and then must vacate the office. Provincial Executive is recommending acceptance of this by-law amendment so that a sitting President would be permitted to run for a second term; i.e. a potential four years in office. If a President were able to serve a second term, his/her experience as President would carry over from the first term and he/she would be more recognizable among the membership and as the Association's spokesperson in the media and with other unions and education stakeholders. It would provide time to develop more meaningful connections with these other significant groups. A limitation to one term of office is rare among unions in general and almost non-existent among other teacher organizations throughout Canada.

This proposal would also limit the Vice-President to two consecutive terms (four years). Currently, there is no limit on the number of consecutive terms for the Vice-President. It is the position of Executive that the two-term limit, if put in place for the Office of President, would also be appropriate for the Office of Vice-President.

NLTA's Ad Hoc Committee on Internal Review of Programs and Services examined this issue last year and has also recommended this same by-law amendment. The Committee conducted a survey of all NLTA Presidents since 1981 and eight out of the 13 indicated that a single two-year term is not long enough. They cited concerns with the "learning curve" associated with the full-time role of President and the need for continuity when dealing with government and other agencies, among other things.

Delegates to Convention 2009

BRANCH/COUNCIL	DELEGATE NAME(S)	FUNDED ALTERNATE
Appalachia	Jeff Blundon, Truman Greenham, Gerry Lannon	
Aurora	Tom O'Rielly	Charmayne Rumbolt
Baccalieu	Stella Johnson	Maureen Doyle Gillingham
Baie Verte Peninsula	Lisa Morris	Roxie Snow
Bay d'Espoir	Elizabeth Organ	*(unavailable at time of printing)*
Bay Roberts	Clarence Mercer, Bertha Taylor, Kevin Giles	
Bell Mer	Paul May	Dan Smith
Belleoram-Wreck Cove	Derrick Baker	*(unavailable at time of printing)*
Bremco	Hollis Cull	Mary Foley
Burgeo	Wayne Vivian	*(not attending)*
Burin-Marystown	*(delegate names unavailable at time of printing)*	
Carbonear	Sharon Penney, Darrell Noel	
Churchill Falls	Sandy Lane	Cathy Flynn
Clarenbridge	Art Winsor, Carol Budgell	
Coastal Labrador South	Sean Weir	*(unavailable at time of printing)*
Conception Bay Centre	*(delegate name unavailable at time of printing)*	*(unavailable at time of printing)*
Conception Bay South	Roger Deveaux, Sherry Potter, Kim Bourgeois, Verna Hancock-Donahue	
Deer Lake	Sherri Rose, Dionne Snow	
Exploits Valley	Rick Duffy, Paul Moore, Melessa Budgell	
Fogo Island	Dawn Payne	Susan Crawford
Ganova	Ron Dawe, Tim Goodyear, Paul Oldford	
Granforline	Glenn Rogers	Clifford Simms
Green Bay	Timothy Howse	Keith Russell
Hamilton Sound	Craig Hicks	Darren Goodyear
Harton	Dominic Ricketts	Bill Snook
Humber	Glenn MacArthur, Linda Luedee, Audrey Atkins, Heather King	
Ingornachoix	Corylyn Dimmer	Rosalind Rankin
Labrador West	Gaylene Pittman	Carol Squires
Lake Melville	Sandra Quigley, Janet Byrne-Turpin	
Landfall	Paula Smith	Gordon Broderick

Delegates to Convention 2009

BRANCH/COUNCIL	DELEGATE NAME(S)	FUNDED ALTERNATE
Long Range	Cheyanne Biggin	Vanessa Patey
Marconi	Brenda Beresford, Linda Crocker, Wayne Barry, Mary Jane Maloney, Mary van Thiel, Chesley West, Norma Summers	
Northern Light	Donna O'Brien	*(unavailable at time of printing)*
Notre Dame	Craig Tucker, Rodney Pope	
Nutak Labradorimi	Debbie Harding, Sue Jensen	
Placentia	Bill Sellars	*(unavailable at time of printing)*
Port aux Basques	Colin Short, *(second delegate name unavailable at time of printing)*	
Rameaux	Lester Gould	*(unavailable at time of printing)*
Rushoon-Terrenceville	Patrick Whiffen	Dolorosa Murphy
St. Brendan's	Chad Horne	Elizabeth O'Rielly
St. John's Centre	Mario Simon, Leo Buckle, John Mauger, Colleen Martin-Ward	
St. Mary's Bay	Joe Santos	Frances Santos
Seagaulher	Jonathan Skinner	Guy Nash
Southern Shore	Marilyn O'Dea	*(unavailable at time of printing)*
Table Mountain	Graydon Pelley	Erica George
Taylor's Brook	Janice House	Natalie Jackson
Trinity-Deadman's Bay	Emerson Cooze	Vince Farr
Trinity, T. Bay	Earle Pike	Tina Ellis
Upper Trinity South	*(delegate name unavailable at time of printing)*	*(unavailable at time of printing)*
Waterford Valley	Harold Mullowney, Melanie Kavanagh, Paul Edwards, *(remaining delegate names unavailable at time of printing)*	
Primary/Elementary SIC	Daniel O'Brien	
Intermediate SIC	*(delegate name unavailable at time of printing)*	
Senior High SIC	Craig Wells	
Modern Languages SIC	Gennita Bartlett	
Music SIC	Sarah Smith	
Counsellors & Ed. Psych SIC	Dave Warren	
Physical Education SIC	David Constantine	
Special Services SIC	Keith Adey	
School Administrators SIC	Elaine Harris	
Technology Education SIC	Joseph LaFitte	

Newfoundland and Labrador Teachers' Association